



# Introduction to New Education Requirements for Child Development Staff

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# Agenda

- I. Introduction to New Staff Education Requirements
- II. Overview of Programs and Resources
- III. Staff Education Requirements and Local Programs
- IV. Financial Aid Resources
- V. Applying to Postsecondary Programs
- VI. OSSE Resources for Child Development Staff
- VII. Waivers



# Introduction to New Staff Education Requirements



# Rationale: New Education Requirements

- We know that the early years are a **critical period of development**
  - In the first few years of life, more than one million new neural connections are formed every second<sup>1</sup>
  - As early as infancy, babies can recognize when an adult is teaching them and are sensitive to teaching cues such as eye contact and pointing<sup>2</sup>
- Recent research demonstrates that **higher education for teachers has an impact**
  - Classrooms in which teachers have higher education qualifications are more likely to be of higher quality, including richer language environments, enhanced literacy environments, and better teacher–child interactions<sup>3</sup>

#### Sources:

1. Harvard Center on the Developing Child
2. National Institute of Medicine/National Research Council
3. Center on Enhancing Early Learning Outcomes



# New Licensing Regulations

- The licensing regulations were adopted in Dec. 2016.
- The licensing regulations can be found at:
  - <https://dcregs.dc.gov/Common/DCMR/RuleList.aspx?ChapterNum=29-3>
  - If you have questions about the new licensing regulations, please contact:  
Licensing and Compliance Unit  
(202) 727-1839  
[osse.delcommunications@dc.gov](mailto:osse.delcommunications@dc.gov)



# New Staff Education Requirements

Position	Credentials Required	Original Timeline	New Timeline
Home Caregiver and Associate Caregiver	Child Development Associate (CDA)	By Dec. 2018	By Dec. 2019
Assistant Teacher	Child Development Associate (CDA)	By Dec. 2018	By Dec. 2019
Expanded Home Caregiver	Associate of Arts in Early Childhood Education <b>OR</b> Associate of Arts with at least 24 semester credit hours in Early Childhood Education	By Dec. 2019	By Dec. 2023
Teacher	Associate of Arts in Early Childhood Education <b>OR</b> Associate of Arts with at least 24 semester credit hours in Early Childhood Education	By Dec. 2020	By Dec. 2023
Center Director	Bachelor of Arts in Early Childhood Education <b>OR</b> Bachelor of Arts with at least 15 semester credit hours in Early Childhood Education	By Dec. 2022	Not Applicable



# Overview of Programs and Resources





# Making Connections

## How to prepare, apply and pay for programs

**Do you feel prepared to go to college or earn your credential?**

Do you have an area that you know you will need additional support in?

Haven't attended a learning program in a while?

**Do you know where to attend and when?**

Which program works best for your schedule?

Which program fits best into your future plans?

**How will you pay for your credential or college investment?**

Which scholarship programs are you eligible for?





# Staff Education Requirements and Local Programs



# Postsecondary Preparation Resources

Programs	Required for:	Organizations
GED (high school credential)	<ul style="list-style-type: none"><li>• CDA</li><li>• Associate's Degree</li><li>• Bachelor's Degree</li></ul>	<ul style="list-style-type: none"><li>• Academy of Hope (<a href="http://aohdc.org">http://aohdc.org</a>)</li><li>• Community College Preparatory Academy Public Charter School (<a href="https://www.ccprep-academy.org">https://www.ccprep-academy.org</a>)</li></ul>
Core Academic Skills	<ul style="list-style-type: none"><li>• Associate's Degree</li><li>• Bachelor's Degree</li></ul>	<ul style="list-style-type: none"><li>• Educational Opportunity Center (<a href="https://lp.collegeboard.org/eoc">https://lp.collegeboard.org/eoc</a>)</li></ul>



# Assistant Teacher, Home Caregiver and Associate Home Caregiver

By **Dec. 2018**, assistant teachers, home caregivers and associate home caregivers are required to have a CDA.

- The following are required in order to apply for a CDA credential:
  - 120 hours of professional education in early childhood development
  - 480 hours of work experience in early childhood education
  - A Professional Portfolio
  - Feedback from families
  - An observation by a designated CDA Professional Development Specialist that demonstrates effective practice
  - A demonstration of content knowledge via the CDA exam
- The CDA credential must be renewed **every three years**.



# CDA Programs and Resources

Organization	Program Point of Contact
University of District of Columbia-Community College (Workforce Development Program)	Cecelia Alvarado, Program Coordinator <a href="mailto:calvarado@udc.edu">calvarado@udc.edu</a> Phone: (202) 274-6763
Southeast Children's Fund	Kamila Johnson, Program Manager <a href="mailto:Kjohnson.scfcda@gmail.com">Kjohnson.scfcda@gmail.com</a> Phone: (202) 561-1100
CentroNia	Eduardo Gamero, Bilingual CDA Coordinator <a href="mailto:egamero@centronia.org">egamero@centronia.org</a> Phone: (202) 332-4200 Ext. 1142
Briya Public Charter School and Mary's Center	Mau Castro-Trujillo <a href="mailto:mcastro@briya.org">mcastro@briya.org</a> Phone: (202) 420-7034
Quorum: Online program, includes all of the 120 training hours needed to obtain or renew a CDA credential	<a href="http://quorumlearning.com/">http://quorumlearning.com/</a>

Southeast Children's Fund and CentroNia provide CDA credential and renewal program for **free or for a nominal fee** via the CDA Training Scholarship and Promotion Program Grant.



# Expanded Home Caregiver and Teacher

By **Dec. 2019**, expanded home caregivers are required to have either:

- A. An associate's degree in early childhood education** (or early childhood development, child and family studies or a closely related field) **OR**
- B. An associate's degree** in any subject area with at least **24 semester credit hours** in early childhood education

By **Dec. 2020**, teachers are required to have either:

- A. An associate's degree in early childhood education** (or early childhood development, child and family studies or a closely related field) **OR**
- B. An associate's degree** in any subject area with at least **24 semester credit hours** in early childhood education



# Associate's Degree Programs

College/University	Program Details	Program Point of Contact
University of District of Columbia-Community College	<a href="#">Associate Degree in Early Childhood Education</a>	Cecelia Alvarado Program Coordinator <a href="mailto:calvarado@udc.edu">calvarado@udc.edu</a> Phone: (202) 274-6763
Trinity Washington University	<a href="#">Associate Degree in Early Childhood Education</a>	Dr. Bweikia Steen Associate Professor of Education and Director, Early Childhood Education <a href="mailto:steenb@trinitydc.edu">steenb@trinitydc.edu</a>
Howard Community College	<a href="#">Associate of Applied Science in Early Childhood Development</a>	<a href="mailto:SSCIDivisionOffice@howardcc.edu">SSCIDivisionOffice@howardcc.edu</a> Phone: (443) 518-1620
Montgomery College	<a href="#">Associate of Arts in Teaching in Early Childhood Education</a>	Sonia Pruneda-Hernandez <a href="mailto:Sonia.pruneda-hernandez@montgomerycollege.edu">Sonia.pruneda-hernandez@montgomerycollege.edu</a> Phone: (240) 467-4168
Prince George's Community College	<a href="#">Associate of Applied Science in Early Childhood Education</a>	Professor Aretha Williams, Chair Department of Teacher Education <a href="mailto:WilliaAl@pgcc.edu">WilliaAl@pgcc.edu</a>
NOVA Community College-Alexandria Campus	<a href="#">Associate of Applied Science in Early Childhood Development</a>	Christine Pegoraro Schull, Ph.D. Professor and Assistant Dean (703) 845-6224 <a href="mailto:cschull@nvcc.edu">cschull@nvcc.edu</a>



# Center Director

By **Dec. 2022**, Center Directors are required to have either:

- A. A bachelor's degree** in early childhood education (including early childhood development, early childhood education, elementary education or early special education) **OR**
- B. A bachelor's degree** in any subject area with at least **15 semester credit hours** in early childhood education





# Bachelor's Degree Programs

University	Program Details	Program Point of Contact
Catholic University	<a href="#"><u>Bachelor of Arts in Early Childhood (pre-k through grade 3)</u></a>	Dr. Kathryn Bojczyk <a href="mailto:bojczyk@cua.edu"><u>bojczyk@cua.edu</u></a> Carole Brown, EdD, Coordinator <a href="mailto:brownc@cua.edu"><u>brownc@cua.edu</u></a>
University of District of Columbia (UDC)	<a href="#"><u>Bachelor of Arts in Early Childhood (pre-k through grade 3)</u></a>	Dr. Anika Burtin Associate Professor (202) 274-6172 <a href="mailto:Anika.burtin@udc.edu"><u>Anika.burtin@udc.edu</u></a>
Gallaudet University	<a href="#"><u>Bachelor of Arts in Education with Specialization in Early Childhood Education</u></a>	Thangi Appanah, Department of Education Undergraduate Program Director <a href="mailto:Thangi.Appanah@gallaudet.edu"><u>Thangi.Appanah@gallaudet.edu</u></a>
Trinity Washington University	<a href="#"><u>Bachelor of Arts in Early Childhood (pre-k through grade 3)</u></a>	Dr. Bweikia Steen Associate Professor of Education and Director, Early Childhood Education <a href="mailto:steenb@trinitydc.edu"><u>steenb@trinitydc.edu</u></a>

These are the known programs located in DC.



# Financial Aid Resources



# Financial Aid Resources

## Free Application for Federal Student Aid (FAFSA)

- In order to be considered for financial aid for an associate's or bachelor's degree, applicants will need to complete a FAFSA.
- For the 2018-19 award year, FAFSA is open from Oct. 1, 2017 to June 30, 2019.
- FAFSA forms require applicants to submit tax information.
- Applicants must complete the FAFSA **every year** the applicant is in school.
- Visit [www.studentaid.ed.gov](http://www.studentaid.ed.gov) for more information about FAFSA.



# Financial Aid Resources

## Higher Education Incentive

Award	Eligibility
Full tuition	<ul style="list-style-type: none"><li>• Must be currently employed as a child care provider in DC</li><li>• Must enroll in an associate's or bachelor's degree program at a participating institution</li></ul>

Participating Institutions	Contact	Application Deadline
University of the District of Columbia Community College	Cecelia Alvarado <a href="mailto:calvarado@udc.edu">calvarado@udc.edu</a> (202) 274-6763	Spring: Oct. 15 Summer: April 15 Fall: May 15
Trinity Washington University	Dr. Bweikia Steen <a href="mailto:steenb@trinitydc.edu">steenb@trinitydc.edu</a> (202)884-9562	Applications accepted on a rolling basis



# Financial Aid Resources

## Teacher Education and Compensation Helps (T.E.A.C.H.)

Award	Eligibility
<ul style="list-style-type: none"><li>• 90 percent of tuition at a T.E.A.C.H. partner institution</li><li>• Reimbursement for books</li><li>• \$400 in a general stipend each year</li><li>• 75 percent reimbursement for three hours of paid release time per week, used to attend classes or study</li><li>• Annual bonus of \$500</li></ul>	<ul style="list-style-type: none"><li>• Partnership with employer<ul style="list-style-type: none"><li>• Employer pays 5 percent tuition and provides a \$300 bonus or 2 percent raise</li></ul></li><li>• Enroll in a partner institution in an Early Childhood Education program</li><li>• Find out more at <a href="http://teach.nbcdi.org/">http://teach.nbcdi.org/</a></li></ul>

### Application Process for the T.E.A.C.H. Scholarship Program

1. Speak with your center director.
2. Apply to a participating T.E.A.C.H institution (see next page).
3. Apply for financial aid through FAFSA.
4. Apply to T.E.A.C.H. – Submit sponsoring center agreement, college acceptance letter, FAFSA confirmation letter, T.E.A.C.H. application and a copy of recent paystub.



# Financial Aid Resources

## T.E.A.C.H. Participating Institutions

Associate's Degree Programs	Online Classes Available
Montgomery College	✓
Northern Virginia Community College	✓
Prince George's Community College	✓
Trinity Washington University	
University of the District of Columbia-Community College	
Bachelor's Degree Programs	Online Classes Available
Bowie State University	
Central Texas University	✓
Trinity Washington University	
Washington Adventist University	
University of the District of Columbia	✓



# Financial Aid Resources

## DC Tuition Assistance Grant (DCTAG)

Award	Eligibility
<ul style="list-style-type: none"><li>• Up to <b>\$2,500 per academic year</b> for private colleges and universities in the Washington DC metropolitan area</li><li>• Up to <b>\$10,000 per academic year</b> toward the difference between in-state and out-of-state tuition at public institutions</li></ul>	<ul style="list-style-type: none"><li>• 26 years old or younger</li><li>• First undergraduate degree</li><li>• DC residency</li></ul>
Application Process	Application Deadline
<ol style="list-style-type: none"><li>1. Complete the DC One App annually</li><li>2. Complete the FAFSA</li><li>3. Provide the DC One App Required Supporting Documents</li></ol> <p><a href="https://osse.dc.gov/dctag">https://osse.dc.gov/dctag</a></p>	<p>Application for school year 2018-2019 opens on Feb. 1 and closes on June 30, 2018*</p> <p>*Must reapply every year and demonstrate satisfactory academic performance</p>





# Financial Aid Resources

## DC Mayor's Scholars Undergraduate Program

Award	Eligibility
<ul style="list-style-type: none"><li>• Up to <b>\$4,000 per academic year</b></li><li>• Funds are first-come, first-serve</li></ul>	<ul style="list-style-type: none"><li>• First undergraduate degree</li><li>• Grade point average minimum</li><li>• Financial need, as demonstrated by FAFSA</li><li>• DC residency</li></ul>

Application Process	Application Deadline
<ol style="list-style-type: none"><li>1. Complete the FAFSA and DCTAG application (if eligible)</li><li>2. Provide transcript or assessment scores</li></ol> <p><a href="http://osse.dc.gov/mayorsscholars">http://osse.dc.gov/mayorsscholars</a></p>	<p>June 30*</p> <p>*Must reapply every year and demonstrate satisfactory academic performance</p>



# Financial Aid Resources

## DC Tuition Assistance Program Initiative for TANF (DC TAPIT)

Award	Eligibility
<ul style="list-style-type: none"><li>Up to <b>\$4,000 per academic year</b></li></ul>	<ul style="list-style-type: none"><li>Current TANF recipient or TANF eligible</li><li>First undergraduate degree</li><li>Grade point average minimum</li><li>Accepted to two- or four-year university</li><li>DC residency</li></ul>
Application Process	Application Deadline
<ul style="list-style-type: none"><li>Visit The Family Assessment and Resource Center (2100 Martin Luther King Jr. Avenue SE, Fourth floor)</li><li>Contact: Elizabeth Saunders (202) 442-6514 <a href="mailto:Elizabeth.Saunders@dc.gov">Elizabeth.Saunders@dc.gov</a></li></ul>	Applications accepted on a rolling basis.



# Applying to Postsecondary Programs



# Applying to Postsecondary Programs

1. Research available programs
2. Make a timeline
3. Gather school paperwork
4. Gather financial paperwork and complete FAFSA
5. Complete applications to school
6. Check your mail and email
7. Once accepted, take placement tests and determine if any college preparation courses are necessary



# OSSE Resources for Child Development Staff



# College Completion Fair

OSSE's College Completion Fair is designed to help educators get to where they need to be, meeting them where they are.

## Support and Preparation

- Licensing and Compliance Unit
- Pre-college Support Resources
- Child Care Resource and Referral (CCR&R)

## Postsecondary Education Programs

- Local colleges offering the programs required by the new regulations

## Scholarships

- Early Childhood Higher Education Collaborative
- T.E.A.C.H.
- DCTAG
- Mayor's Scholars



# College Completion Fair

OSSE will host three College Completion Fairs in 2018:

## **Saturday, April 7, 2018**

- 10 a.m. – 2 p.m.
- One Judiciary Square (441 Fourth St. NW)

## **Saturday, June 30, 2018**

- 10 a.m. – 2 p.m.
- The Rise Demonstration Center (2730 Martin Luther King Jr. Ave. SE)

## **Saturday, Oct. 13, 2018**

- 10 a.m. – 2 p.m.
- Frank D. Reeves Center of Municipal Affairs (2000 14th St. NW)





# Website Resource

- OSSE developed a website to help child care professionals navigate the new education requirements: <https://osse.dc.gov/eceresources>.
- The website allows child care professionals to navigate the new education requirements and available resources based on position:

## Child Development Staff: Resources Available for New Education Requirements

The Office of the State Superintendent of Education (OSSE) is committed to increasing access to quality child care for young learners in the District of Columbia. In an ongoing effort to continue to improve access to quality care and education, OSSE recently increased the minimum education requirements for the early childhood workforce.













Along with the change in requirements, OSSE is providing support and resources to ensure that current and prospective child development staff have the tools they need to meet the new educational requirements. On this page, child development staff, including center directors, teachers, assistant teachers, home caregivers, associate home caregivers, and expanded home caregivers can access information about the new early childhood education requirements and find resources to support their educational needs.

To view available resources by position, please choose the position that describes your current role or the position in which you are most interested.










## Organizations and schools with programs available

Programs		
The following is a list of programs and resources available in the DC metropolitan area. This list is neither exhaustive nor an indication of endorsement by OSSE.		
College/University	Information on AA in EC	Program Point of Contact
University of District of Columbia-Community College	<a href="#">Associate's Degree in Early Childhood Education</a> 	Cecelia Alvarado Program Coordinator <a href="mailto:calvarado@udc.edu">calvarado@udc.edu</a>  Phone: (202) 274-6763
Trinity University	<a href="#">Associate's Degree in Early Childhood Education</a> 	Dr. Bweikia Steen Associate Professor of Education and Director, Early Childhood Education <a href="mailto:steenb@trinitydc.edu">steenb@trinitydc.edu</a> 
Howard Community College	<a href="#">Early Childhood Development - A.A.S. Degree</a> 	<a href="mailto:SSCIDivisionOffice@howardcc.edu">SSCIDivisionOffice@howardcc.edu</a>  Phone: (443) 518-1620
Montgomery College	<a href="#">Associate of Arts in Teaching (A.A.T.) in Early Childhood Education</a> 	Sonia Pruneda-Hernandez <a href="mailto:Sonia.pruneda-hernandez@montgomerycollege.edu">Sonia.pruneda-hernandez@montgomerycollege.edu</a>  Phone: (240) 467-4168
Prince George's Community College	<a href="#">Early Childhood Education A.A.S.</a> 	Professor Aretha Williams, Chair Department of Teacher Education <a href="mailto:WilliaAl@pgcc.edu">WilliaAl@pgcc.edu</a> 
NOVA Community College-Alexandria Campus	<a href="#">Associate in Applied Science Degree in Early Childhood Development</a> 	Christine Pegoraro Schull, Ph.D. Professor & Assistant Dean (703) 845-6224 <a href="mailto:cschull@nvcc.edu">cschull@nvcc.edu</a> 



## Funding Resources

### Resources Available

Program	Information	Program Point of Contact
<a href="#">T.E.A.C.H. Scholarship Program</a> 	T.E.A.C.H. is a scholarship program for obtaining an associate's degree.	Kimberly Johnson <a href="mailto:kjohnson@nbcdi.org">kjohnson@nbcdi.org</a>  (202) 833-2220 (ext. 4)
Early Childhood-Higher Education Collaborative	Students that have applied to University of DC or Trinity University can receive a full scholarship towards their degree by contacting the university directly.	UDC: Cecelia Alvarado <a href="mailto:calvarado@udc.edu">calvarado@udc.edu</a>  (202) 274-6763  Trinity: Dr. Bweikia Steen <a href="mailto:steenb@trinitydc.edu">steenb@trinitydc.edu</a>  (202)884-9562
DC Tuition Assistance Grant (DCTAG)	DCTAG provides up to \$2,500 per academic year toward tuition at private colleges in the Washington, DC Metropolitan area.	<b>Website:</b> <a href="https://osse.dc.gov/dctag">osse.dc.gov/dctag</a> <b>Phone Number:</b> (202) 727-2824
DC Mayor's Scholars Undergraduate Program	Mayor's Scholars provides need-based funding for eligible DC residents earning their first associate's or bachelor's degree.	Janae Eason <a href="mailto:OSSE.Mayorsscholars@dc.gov">OSSE.Mayorsscholars@dc.gov</a>  (202) 481-3481








## Planning Guides

### Planning Guides

The following resource guides can help you create a plan for meeting the new educational requirements for child development staff.

#### Attachment(s):

-  [Planning Guide - Teacher with High School Diploma or GED.docx](#) - 15.8 KB (docx) 
-  [Planning Guide - Teacher with Associate's Degree \(or Bachelor's Degree\) Outside of Early Childhood Education.docx](#) - 85.0 KB (docx)
-  [Planning Guide - Teacher with College Credits.docx](#) - 84.4 KB (docx)
-  [Planning Guide - Teacher Currently Holding a CDA.docx](#) - 84.6 KB (docx)

#### Related Content:

[Child Development Staff: Resources Available for New Education Requirements](#)



## Planning Guides

### Planning Guide:

#### Teacher with a High School Diploma (or GED)

I currently have a high school diploma (or GED) but need an associate's degree in early childhood education (or early childhood development, child and family studies, or a closely related field) by December 2020.



Task	Information	Notes:
Review available associate degree (AA) programs	UDC—Community College	<input type="checkbox"/> Reviewed
	Trinity University	<input type="checkbox"/> Reviewed
	Other:	<input type="checkbox"/> Reviewed
	Other:	<input type="checkbox"/> Reviewed
Contact program(s) that best fits with present availability and speak to program coordinator		<input type="checkbox"/> Contacted
		<input type="checkbox"/> Contacted
		<input type="checkbox"/> Contacted
		<input type="checkbox"/> Contacted
Decide on a start date	Program takes _____ months to complete	Start date: _____ Projected end date: _____
Obtain a copy of high school transcript (or G.E.D. certificate)	Requested on: _____	<input type="checkbox"/> Received Transcript



# Website Resource

## Planning Guides (continued)

Complete application(s) for AA program(s)	Program 1:	<input type="checkbox"/> Application Submitted	
	Program 2:	<input type="checkbox"/> Application Submitted	
Complete the Free Application for Student Financial Aid (FASFA) to apply for financial aid	<a href="http://www.fafsa.ed.gov">www.fafsa.ed.gov</a>	<input type="checkbox"/> Application Submitted	
Contact scholarship programs	T.E.A.C.H.	<input type="checkbox"/> Contacted	<input type="checkbox"/> Applied
	Higher Education Collaborative	<input type="checkbox"/> Contacted	<input type="checkbox"/> Applied
	DC Mayor's Scholars	<input type="checkbox"/> Contacted	<input type="checkbox"/> Applied
	DC TAG	<input type="checkbox"/> Contacted	<input type="checkbox"/> Applied
Other Planning Notes:			



# ECE Help Desk

Early childhood staff can call the ECE Help Desk to ask specific questions about the new education requirements via phone and email:

On Demand	By Appointment
Call or email daily and receive a response immediately or within 24 hours	Call or email to schedule an individualized in-person or phone appointment based on your personal availability

## ECE Help Desk Contact Information

ECEhelpdesk@dc.gov  
(202) 478-5903





# Waivers



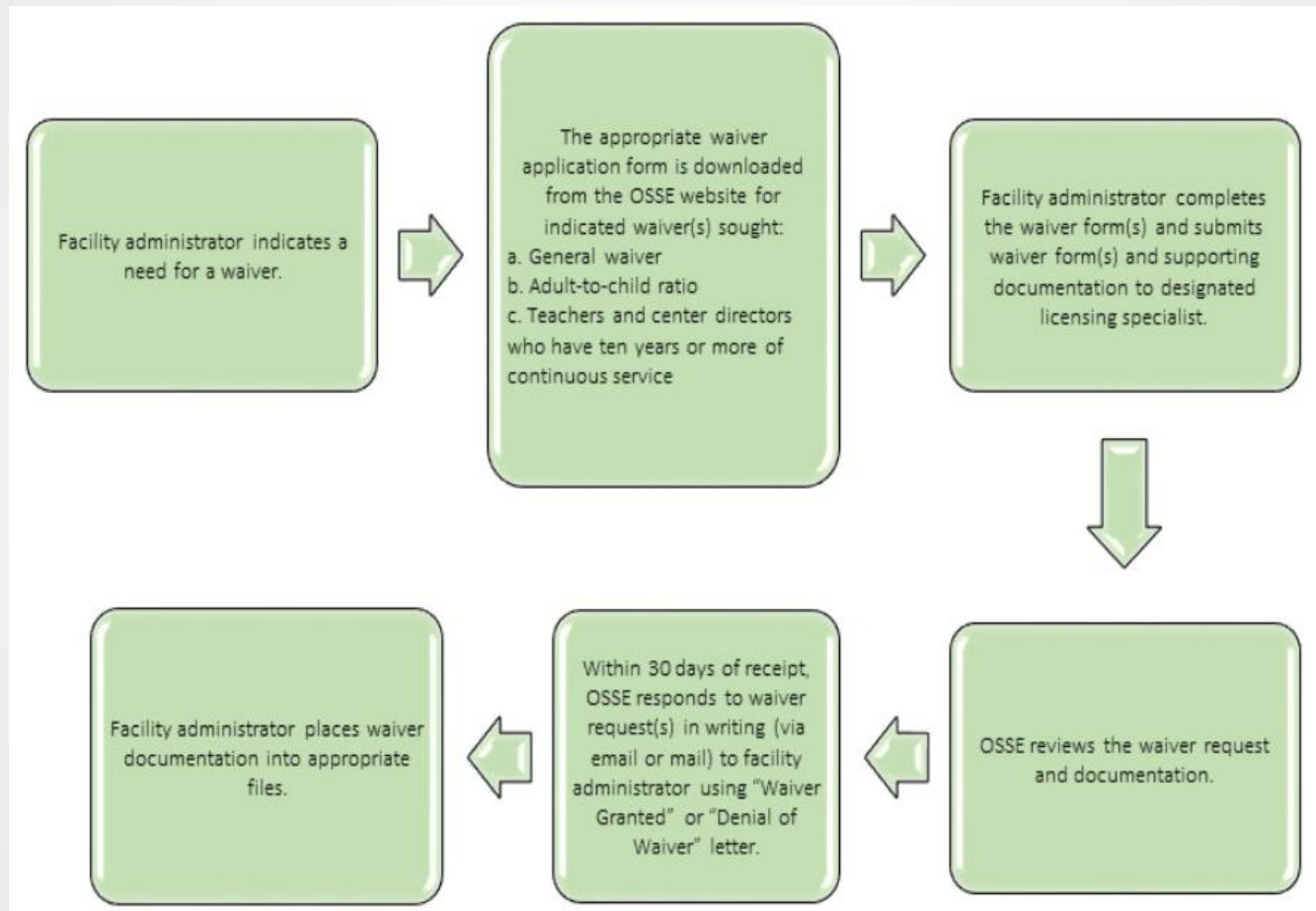
# Waivers

- **Eligibility:** OSSE may waive compliance with one or more provisions in Chapter 1 (Child Development Facilities: Licensing) of Title 5A in the District of Columbia Municipal Regulations (DCMR), if OSSE determines, upon clear and convincing evidence the following:
  - The demonstrated immediate economic impact or hardship on the Facility or staff member is sufficiently great to make immediate compliance impractical despite diligent efforts;
  - The Facility or staff member is meeting or exceeding the intent of the regulation for which the waiver is requested; and
  - The health and welfare of staff and children are not jeopardized as alternative means have been put in place that ensure the health, safety, and welfare of children and staff.
- OSSE reserves the right to grant or deny a waiver in accordance with the regulations.



# Waivers

## Waiver Application Process



More information on the waiver can be found by clicking **"Request for Waiver"** on [www.osse.dc.gov/eceresources](http://www.osse.dc.gov/eceresources)



# FIND US

## FIND US

### **ADDRESS:**

1050 First Street NE, Sixth Floor  
Washington, DC 20002

### **POC:**

**Annie Schaeffing**

**Management Analyst**

Division of Early Learning  
Office of the State Superintendent of  
Education


Phone: (202) 727-0969

[Annie.Schaeffing@dc.gov](mailto:Annie.Schaeffing@dc.gov)

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| Thank you!